

**The American Constitution Society  
Seeks a Director of Policy and Program  
for “Racial Justice and Equity”**

**The Position:**

The American Constitution Society (ACS), one of the nation's leading progressive legal organizations, seeks an experienced, creative, and detail-oriented Director of Policy and Program to lead ACS's “Racial Justice and Equity” efforts.

The “Racial Justice and Equity” portfolio will focus on developing a comprehensive vision of the laws and legal systems that must be dismantled, rewritten, and reimagined to address systemic and institutional racism and pursue racial justice and equity. The Director will work closely with other members of the Policy and Program Department to coordinate a unified, intersectional, and strategically coherent vision for ACS's racial justice and equity work. The Director may be responsible for additional, related substantive portfolios based on experience and interest.

The Director plays a central role in coordinating and facilitating ACS's substantive legal and public policy work in the areas described above and will:

- Work closely with constitutional scholars, practitioners, advocates, public officials, and law students to formulate and advance a progressive vision of the law that is intellectually sound, practically relevant, and faithful to our constitutional values.
- Serve as an expert voice by providing substantive direction and support for other departments within ACS, representing ACS before relevant coalitions, authoring op-eds, blog posts, articles, and white papers related to ACS's work, and responding to inquiries from the media.
- Work with outside authors on various ACS publications.
- Develop and oversee execution of conferences, symposia, and other live programming.

**Qualifications:**

Applicants should possess a J.D. degree from an accredited law school and have five to ten years of professional experience. The ideal candidate will be familiar with constitutional and other legal scholarship, and have outstanding analytic, writing, and interpersonal skills. This position will report to the Vice President of Policy and Program.

**Location:**

ACS's national office is located in Washington, D.C. The Director may work hybrid in-office/remotely if they live in the Washington metropolitan area or remotely if they live outside that area with the expectation of occasional travel to Washington D.C., when necessary.

**How to Apply:**

The salary range for this position is \$70,00 to \$104,000, depending on experience. ACS values a diverse workforce and an inclusive culture. ACS encourages applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability, and veteran status. Interested applicants should email a cover letter, resume, and writing sample of no longer than five pages to [jobs@acslaw.org](mailto:jobs@acslaw.org). No phone calls please.